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PUBLIC SERVICE WORKERS'

# NETWORK

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# HARDER LABOUR

For many years now, Lewisham council in south east London has been cutting its workforce, and the pay and conditions of those who are left. At the same time the Labour-run authority has boasted about **DIRECTeam** - the Direct Labour Organisation - and how it has managed to beat off competition from the private sector.

## AGGRESSIVE

DIRECTeam has concentrated on propaganda, pioneering service guarantees like the £1 back if your bin isn't emptied. Its management style has been aggressive - all of the major contracts have been retained in-house by treating workers worse than any of its competitors. It won the "Investment in People" award, but has sacked workers on the spot. As the workers in DIRECTeam know, this "success" has been achieved at their expense, and that of the service.

The latest cuts - in pay, holidays and sick pay - are the final straw. They involve breaking nationally-agreed terms and conditions for some workers. Everyone loses 5 days' Annual Leave, leaving manual and craft workers with 15 days, and officers with 20. Sick pay has been reduced to the statutory minimum - nowadays this means no pay for the first 5 days. Workers also face straightforward pay cuts, depending on their section. The council bleats that if they didn't do it, outside companies would win the contracts, but on some contracts DIRECTeam were 40% below the next lowest bid - a lot of money on a £10m contract.

This is deliberate undercutting - DIRECTeam doesn't make mistakes on that scale. Why? - so soon after Lewisham voted against setting it up as a private company. DIRECTeam management clearly want to go private and emulate the electricity, gas and water bosses' salaries and perks. There are rumours that £28m profits have been made in the last few years, and are intended to be used to set up a company to bid for contracts in other areas, notably Haringey in north London.

## ORGANISE

Lewisham council has got to be hit where it hurts - in their profits. The unions can't be relied on to organise this, they're too close to the Labour Party leadership to suggest anything more than lobbies, writing to MP's, etc. DIRECTeam workers need to start where we all do - with basic workplace organisation, fighting around basic issues and linking up the depots, to get into a position where they can start to take back what's been stolen. Other departments need to show some solidarity, or it won't be long before a similar attack is made on white collar staff, in the name of equality and the working class, of course.

## EDITORIAL

**Our sharper readers might notice that the Labour Party gets a worse pasting than Chris Eubank in this issue. This is because we hate the Tories so much that we can't bear to mention their unspeakable acts.**

**Seriously, though, there are two reasons for this. The first is that no-one wrote anything about a Tory council, or central government department. We would welcome anything of this nature, rumour has it there are even Tory councils up north, and if you live in the blue-rinse belt, Liberal Democrats will do. More glaring is the lack of material from what used to be known as the civil service, or from the private sector.**

**The second reason is that we believe we can only organise by tackling the issues we immediately face, and the people attacking us tend to be in the Labour Party. Blaming the government is their alibi, we don't accept that. Labour represents the interests of the middle classes who run it, and whose votes they want. Since the 1985-86 rate-capping cave-in, they haven't felt the need to go along with the unions and make concessions to working people.**

**Union leaders belong to the same social class, and are desperate to stop working class resistance which might frighten the middle classes into staying with the Tories. We're for the working class, and the working class alone.**

### *HACKNEY CUTS.....*

Hackney council in east London is using the threat of privatisation as an excuse for its latest round of cuts. A planned increase in the Refuse and Cleansing working week from 35 to 40 hours is being resisted by an overtime ban started on 17th March. Estate cleaning and Parks workers are also under immediate threat of the same, and the implications for all council workers are clear.

A 24 hour strike is planned for 30th March, to coincide with UNISON's national day of protest at NHS and other public service cuts. The rest of the council's agenda includes:
- voluntary privatisation of Meals on Wheels, replacing the council service with frozen meals;
- change of hours of Housing Wardens from 9-5 Mon-Fri to 3 shifts, including 12-8am, and being required to visit estates alone at night;
- sacking and rehiring bus escorts and guides for children with special needs to impose cuts in hours (i.e. pay) and conditions;

across the borough cuts will total £10.4m, all without negotiation.

### POOR ORGANISATION

How effective a 24 hour strike will be is at least debatable. With workplace organisation poor or non-existent among most white collar workers, and only appeals to "members" to support "the view of the stewards....that we have to protest" as a strategy, this is a non-starter.

Instead of our "leaders" calling a branch meeting to "consult the members", it would be better if the (stroppier) manual workers who've banned overtime got workplace meetings organised across the council, and told people what's going on, and what's being done about it. Workers don't want "leadership", we want to know losing pay is worth it. We need to put the boot in, not just protest.

# CROFTON'S RACIST WITCH HUNT

Anyone who watches the ***BBC's Newsroom South East*** programme, or who reads the ***Guardian***, will know the name Bernard Crofton. The media have portrayed Hackney's recently sacked Director of Housing as a heroic campaigner against corruption, unjustly accused of racial harassment by a council keen to cover up the extent of allegedly fraudulent job applications by west africans

Housing workers, particularly black ones, trades unionists with decent principles, and anti-racists all have a different view to the media. So have squatters, homeless groups and tenants who have trouble paying the rent. This doesn't mean, however, that the council leadership care enough about racism to do more than use it as an excuse to get rid of a bully who has outlived his usefulness.



**Bernie ....the bolt**

So what has really been going on in Hackney's housing directorate? Well, for a start Crofton made his name through an "investigation" into alleged (and actual) fraud by housing workers. This started after an established key-selling racket was discovered by accident. Crofton brought in the now-notorious **Tenancy Audit Team (TAT)**, and a witchhunt against african workers began, involving a number of dismissals on spurious grounds, some of which were found to be unfair by Industrial Tribunals.

Hackney has avoided compulsory redundancies by a policy of accelerated sackings on trumped-up charges, sickness, etc. This leaves enough vacancies to save money even before the posts get quietly axed. Bad publicity is suppressed through a draconian Code of Conduct for workers, which was publicised by the victimisation of former Class War spokesperson Andy Murphy in 1990. The council leadership probably find racism distasteful, but if it's used to cut costs they don't care.

Nor do the leadership first of **NALGO**, now of the merged **UNISON** branch. Cecil Etienne, a steward who wouldn't be silenced about racism, got sacked by Crofton. Many of us remember Cecil overcoming his nerves to speak at a NALGO branch meeting through his anger at being patronised by arch-stalinist Ivan Beavis. Similarly, black workers are angry that Crofton's cronies' smears against them did not lead to action being taken against him by UNISON before he got it to represent him. This inaction has left arch-scab Keith Veness, once of **NUPE Officers**, free to represent him "on principle".

So, when Crofton moved from "dealing with corruption" and attacking african workers, to "exposing a cover-up" and targetting Sam Yeboah, (african) Head of Personnel, his shameless self-promotion rapidly changed from good news for the council to bad. It also illustrates the difference in treatment of black workers and black

***Continues on Page 5***

*continued from page 4*

union organisation was too weak for effective action, the only realistic objective was to cause HILT management as much grief and embarassment as possible, and not let the deed be done quietly.

UNISON condemned John's sacking, but were powerless to offer anything more than sympathy, and the hope of an Industrial Tribunal victory in the future. Not very satisfactory, as not only are such tribunals likely to go the way of the bosses, but they can't get you your job back, just a bit of compensation years later if you're lucky. They pose no financial deterrent, because HILT, like many other bosses, keep a contingency fund for them. This is what our legal rights amount to on their own.

**WORKPLACE ORGANISATION**

In reality, the only rights we have are the ones we can enforce through strength of workplace organisation. This is why HILT and Hackney council were so keen to nip the Community Care Workers' Group in the bud - effective resistance is embarassing, costly, and sets a bad example to workers whom they need to be docile. The sacking has crippled the union at HILT, leaving the management with an under-paid, demoralised, non-union workforce with a high staff turnover.

They are free at present to keep their highly-paid jobs and build lucrative careers on the backs of the workers and users - with no-one exposing the lie that community care works, and is adequately funded. The Hackney Community Care Workers' Group will carry on, drawing a grim satisfaction that one of their activists was worth victimising, and a new ***WHISTLEBLOWER*** is planned soon.

# FIGHT CRIMINALISATION

The Criminal Justice Act criminalises peaceful picketing, lobbying and demonstrations. No longer is it just the TUC/ACAS guideline of "6 pickets or you're nicked" that the police will use against workers in dispute. There is liable to be an increase in bullying and arrests on marches, etc., unless we are equipped to demand freedom of speech and movement.

A number of groups have worked together to set up the Legal Defence and Monitoring Group (LDMG), aiming to:
- co-ordinate and provide trained observers at demonstrations in the London area;
- provide legal support during these events;
- set up support for any person arrested or charged following the demonstration;
- they intend to monitor court proceedings where practical, and will urge individuals to follow up claims against the police.

*HELP NEEDED*

The Trafalgar Square Defendants' Campaign formed after 31st March 1990 found that a lot of money and people are needed to make this effective. Doctors, lawyers and observers (training will be provided) are needed; as is a regular monthly income. If you can contribute, "Can you help?" and donation/standing order forms are available from:
LDMG
BM BOX HAVEN
LONDON WC1X 3NN.
Without your support, this project may fail, and the police will decide what our rights are. Copy forms and give them to your friends and workmates.

# *CROFTON'S RACIST WITCHHUNT*

***Continued from page 2***

managers, and how the class privileges of the latter mitigate the racism they face.

Let no-one kid themselves that this is **not** about racism. One of Crofton's cronies, Yvonne Carr, may be black, but she's a black caribbean who has complained that there were "too many africans" working for Hackney. It should also be noted that black managers owe their fat salaries and privileges to a racist system, and quickly absorbe its values, leaning harder on black workers than white to avoid accusations of "reverse racism".

Corruption - mostly white corruption - is an issue in Hackney, one which we hope to tackle in a future ***NETWORK***. For now we need to stand together and fight racism, because if we don't we'll never be strong enough to tackle those who are really corrupt - those in power.

# NO ILLUSIONS

**UNISON** members may have got ballot papers for keeping the political fund earlier this year. Ex-**NALGO** members might wonder how they ended up affiliated to the Labour Party, and why they get no say about it. Others might see it as irrelevant, or even a positive thing, **PSWN** does not.

### ANTI-UNION LAWS

The reason UNISON needs a political fund is that the Tory anti-union laws gag it on anything - such as budgets - a public service union needs to publicise unless it has one. However, by bottling the question of Labour Party affiliation - **NUPE** and **COHSE** were both affiliated - and leaving it to individuals which section of the fund to contribute to, the union's leadership have tied it to the party.

No surprise, but it adds to the unease many feel about being roped into a remote Super-Union with a huge "silent majority" for the right wing (Labour in this context) to use to justify their own political agenda. That involves cracking down on unofficial action, courtship of the Labour Party instead of campaigns of industrial action, and calling for a legal minimum wage instead of fighting to improve pay and conditions for those of us not yet poor enough to qualify for pity from the middle classes.

Like it or not, affiliation to the Labour Party (and commitment to getting it elected and not rocking the Blair boat) stops any independent political agenda. This would be a problem even if the majority of our bosses in Local Government weren't Labour.

You can affect how much money they get, and the symbolic support each individual political levy gives them, and we strongly urge all ex-NUPE and COHSE members to switch to the non-affiliated fund. However, this problem will not be solved by individuals, and it has deliberately been done this way by the UNISON leadership.

It's no real change from NALGO's much-vaunted political independence, anyway. The union followed the same basic social democratic politics as Labour and its affiliates, it just didn't mention any names, which might sound better than urging people to vote Labour "against the Poll Tax" when they're collecting it with alacrity, but with no alternative to electoral politics it's just the same.

### WINTER OF DISCONTENT

You might think that if Labour get elected the unions will get militant again, after all NUPE and COHSE were affiliated to the Labour Party during the Winter of Discontent. However, things have changed since 1979. Most notably it is now 10 years since the miners returned to work unbroken, but defeated. 1985 marks a watershed of similar proportions to the failed General Strike of 1926, discrediting industrial action in the minds of many workers. After all, if the miners couldn't do it, how can public service workers with little clout? This effect can not be ignored.

Labour's Clause IV debate illustrates this, as it was introduced to counter the appeal of both the Russian Revolution and the syndicalist movement in Britain, which posed the strike as an alternative to the ballot box. Syndicalism included militant trades unionists who simply believed strikes were justified and could be effective (Labour believed they were destructive and futile - sound familiar?) as well as revolutionaries who held the same principles as PSWN do.

The failure of the General Strike, due in part to the actions of TUC leaders like J.H.Thomas (who had said he would appear to lead a general strike in order to defeat it) and to illusions in left wingers like A.A.Purcell, left Labour to pursue the ballot box free from the spectre of industrial militancy.

Post-WW II militancy was based on the security brought by full employment, and sustained by shop steward organisation, shopfloor action, and local negotiations. These are dying out in public services, and there is a long-term job to be done rebuilding shopfloor organisation. The lesson PSWN draws from both 1926 and 1984-85 is that the TUC can not be relied upon to use direct action, only a revolutionary union will do that.

### DIRECT ACTION

We don't mean a "red union" which separates revolutionaries from the workforce, we mean something different from what we have had, but which exists in the workplace (as well as outside it), dedicated to direct action (and to social revolution), and to restoring a meaning to union membership by organising. ***A real alternative to Tony Blair and the "don't strike, vote Labour" mentality of the unions.***

**International protest against the IMF**
**MONDAY 1ST MAY**
***Details & leaflets:***
**Red & Black Club**
**Unit 7**
**Theatre Place**
**489 New Cross Road**
**LONDON SE14**

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# MAYDAY

As part of the **Solidarity Federation (SOLFED)** and of the **International Workers' Association (IWA)** the **Public Service Workers' Network** is backing an initiative to revitalise May Day as a day of international solidarity between working people. To give it new life demonstrations will target the spearhead of international capitalism - the so-called **World Bank** and the **International Monetary Fund.**

*May Day - May 1st, not the Bank Holiday* (TUC leaders, Labour Party hacks and leftie paper sellers please note) - has been supposed to be a day of mourning, protest and solidarity for the working class worldwide since the last century. In 1889 the International Socialist Congress in Paris, whose heirs are the Red Rose brigade we all know and love, declared May 1st to be international workers' day from 1890.

This was both in solidarity with the struggle of workers in the United States, and worldwide, for the eight hour day, and in commemoration of the Haymarket or Chicago Martyrs of 1886. These eight workers, of whom four were hanged by the State of Illinois and a fifth due to hang committed suicide (or was murdered) in his cell, had been the main organisers in Chicago of the strike for the eight hour day which swept the USA from May 1st 1886, and was particularly fierce in that city.

The strike in Chicago, and also in Milwaukee, in the American industrial Midwest was particularly bitter, and characterised by violence against pickets and workers' demonstrations by scabs, the police and militias. Dozens were killed, and a demonstration in Chicago's Haymarket attacked by police. After they opened fire on the peaceful rally, a bomb exploded, killing a number of officers. Although who threw the bomb is disputed, the majority opinion is that it was thrown by an agent provocateur to provide a pretext for framing the strike's organisers, who were duly tried and sentenced to death.

This history should remind all of us that the working conditions we enjoy (if that's the right word!) are not the gift of Harold Wilson or Clement Attlee, but were achieved through bloody struggles against vicious opposition from the bosses, the police, press and judges. Since the Haymarket Martyrs were anarchists and organisers of the revolutionary unionism we advocate in PSWN, we treasure their memory. However, the significance of May Day is to the working class as a whole.

## WORKERS' ORGANISATION

Compared with workers, peasants and the poor generally throughout the world workers in the West are well off. But the supposed "privileges" liberals would guilt-trip us about are the result of our greater economic strength from decades of workers' organisation and struggle, and the relative difficulty the state has in using violence in "democratic" societies where some freedom has been won at great cost in a partially forgotten past.

Much of the misery in the world is a direct result of the policies of the IMF and World Bank. They impose austerity programmes on countries which have difficulty with trade deficits in a world market rigged in favour of multi-nationals, and so have difficulty repaying loans from western banks. International finance is similar to the way banks work against individuals - poor nations get fleeced for overdrafts, interest, bank charges, etc., and harassed when they inevitably fall behind with the payments. Debt rescheduling is a way of life in the so-called Third World.

The trick is not to get the debts paid off, but to use them to further exploit the world's resources and its labour. The Structural Adjustment programmes imposed in South Asia are about privatisation and cuts. Schools, health programmes and the like are axed to pay debts to the likes of Lloyds, Barclays and Natwest. Instead of growing food for themselves, farmers are forced to grow cash crops to sell for export. You think famine and disease are acts of god? - God is a fat bastard in New York, Zurich or the City of London. This also contributes to environmental damage, as subsistence farming is forced to use rainforest land and intensive farming causes soil erosion.

Class should not be forgotten - not everyone in the Third World is poor. The political collaborators and clients of the IMF and World Bank, local ranchers, bankers and enforcers all grow rich from this process. We're not just feeling sorry for other people either. Those of us with longish memories remember an IMF programme brought in by the last Labour government under Jim Callaghan and Dennis Healey after Harold Wilson ratted from the sinking ship in 1976. Their policies were called Monetarist and resulted in the pay "restraint" and public service cuts which led to the Winter of Discontent in 1978-79.

## MONETARISM

Blaming workers and the unions for this helped the Tories get in in May 1979, enabling Labour to rename Monetarism "Thatcherism" and absolve itself. Remember "Don't blame me, I voted Labour" stickers? Instead of going on tiny marches on or around May Day, we'll be part of an international campaign of demonstrations making the connection between the IMF, World Bank and the High Street banks, privatisation and cuts. Join us in fighting international capitalism. *(See page 6.)*

# COUNCIL CONSPIRES WITH POLICE TO SACK UNION ACTIVIST

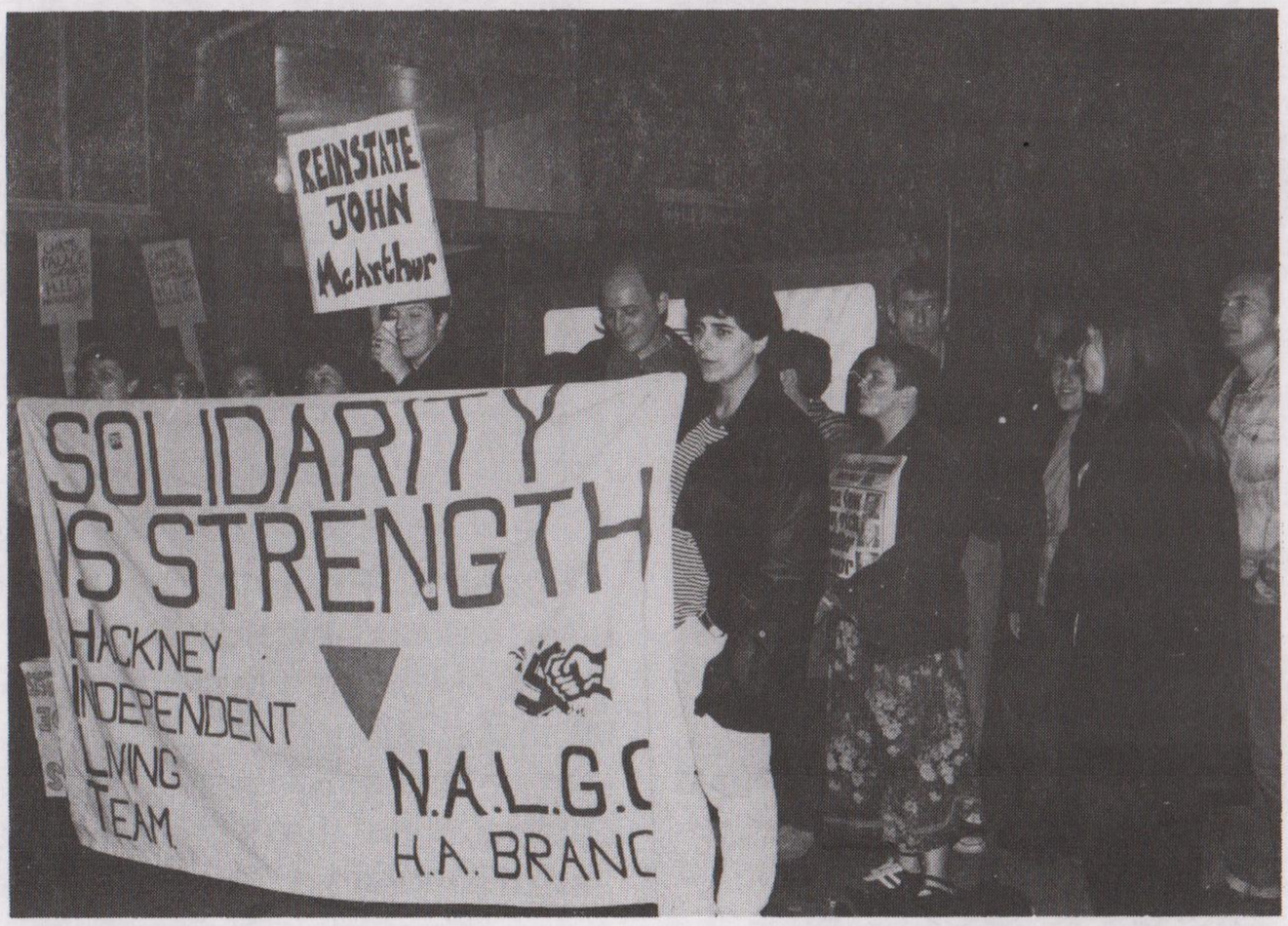
In ***NETWORK 5*** we covered the case of the **"Hackney 7"** arrested as part of a police attack on an anti-**Criminal Justice Bill(CJA)** demonstration at the Town Hall, and of the victimisation of one of them by his bosses as a result. Below we update the story of the victimisation of John McArthur, **UNISON** convenor at **Hackney Independent Living Team (HILT)**.

The cases against most of the Hackney 7 collapsed in court, and in two cases the judge recommended that video evidence of assaults by members of the Metropolitan Police Territorial Support Group (riot squad - there are 8 in London) be passed on to the Director of Public Prosecutions. We are not holding our breath. No-one had been tried for any offence arising from the demonstration in July at the time of these events, however.

## EVICTION POLICY

Since the demonstration had been aimed at Hackney's aggressive eviction policy towards squatters, and tenants in rent arrears or whose name is not on the rent book, for which the new powers under the CJA are ideal, the council reacted swiftly and ruthlessly. First it took out a High Court Injunction banning those arrested from all council-owned property (including union offices, domestic violence and racial harassment units). Then, in conjunction with the police, it leaned on their employers.

For HILT management, this was an opportunity too good to miss. Like many similar council-funded community care organisations, it has ruthlessly attacked its workforce and their unions over the last few years. Workers have faced cuts in pay, conditions and staffing levels, as well as high levels of stress and violence. Anyone speaking out against this has been harassed and intimidated.




For the last four years John McArthur challenged them, and initiated the cross-union rank-and-file **Hackney Community Care Workers' Group**. This group published ***THE WHISTLEBLOWER*** which exposed care bosses' activities and called for militant action. John McArthur's role in this led to him being the first worker ever sacked by HILT, in an attempt to stop cross agency organisation in Hackney.

Having locked themselves in the Council Chamber during the demonstration, the council leadership contacted the police the next morning to obtain confidential information on those arrested. The police are happy to oblige Hackney council in such matters, relishing their role in political repression. Having found out John worked for HILT, they provided the management with this information, and asked them what they were going to do about it, in effect inviting them to sack him.

Although a number of lobbies and noisy demonstrations in his support were organised by the Community Care Workers' Group and **Hackney Trades Union Support Unit**, nothing short of serious financial damage would have saved John's job. Since his sacking was urged by HILT's paymasters, and

# MAKE THE BOSSES TAKE THE STRAIN

Over the last couple of years **Repetitive Strain Injury (RSI)** or **Work Related Upper Limb Disorders (WRULDs)** have hit the news for many different reasons. We've seen the first successful compensation claims, and have heard the lunatic proclamations of judges and bosses in an attempt to deter claimants. *Here are some examples:*

- Sinead Kerr, a member of the communications union UCW, got £4,000 compensation three years after she was medically retired.
- MSF member Victor Hunter, an industrial radiographer, got £72,000 for RSI. His job involved repeatedly adjusting a turntable.
- A caravan roofer and UCATT member who developed RSI was awarded £5,000 because his employers had provided unsuitable tools and had not completed a satisfactory risk assessment.
- Workers at the Vehicle Licensing Centre in Swansea have been refused access to accident books to log their injuries!

**RSI is a massive problem for sufferers, workers and trades unions. Recognition of the condition is a start, but don't assume you'll get a fair hearing in your workplace or at an industrial tribunal.**

## HOW CASES FAIL

*At a TUC RSI workshop last July an expert from the **Association of Personal Injury Lawyers (APIL)** outlined the key issues for courts as being:*

- **RSI and WRULDs:** The courts are wary of these terms. Cases should plead a specific condition.
- **Susceptibility:** There is no evidence on what makes one person more susceptible to RSI than others. Compensation was reduced for one Bernard Matthews worker on grounds of "underlying susceptibility"!




- **Eggshell Personality:** Judges have reduced awards because of claims of workers' physical and mental susceptibility to RSI.
- **Age of case:** By the time the case gets to court the symptoms may have disappeared. Detailed notes by a doctor are vital. A case must be brought within three years of when it is first found out that the condition is job-related.
- **Warnings:** Some cases have recently been lost because it was thought that the employee would have ignored a warning from the employer or doctor if one had been given; one unsuccessful claimant stated in court that she would not have been able to leave work, even if the employer had warned her about the risk, because she could not afford to be out of work. Case law states that the employer not only has to warn the employee regularly about any risk of RSI, but must also ensure that the warning is understood.
- **Doctors:** If a sufferer is advised to stop work, they must do so to win compensation.
- **Poor recording of complaints:** Company doctors have been found to have no record of visits reported by a worker. Sufferers should ensure that a note is made of their visit, and that their symptoms are fully described. Try to keep a copy of the notes. GP's notes should describe the physical symptoms at the time of examination.
- **Partial advice:** Judges have discounted expert advice which they think is partial.

## PROTECTING OURSELVES

On the plus side, our knowledge of RSIs and WRULDs is improving so we can spot emerging problems, but have we got any further in preventing potential temporary or permanent disability? Winning thousands in compensation is unrealistic, and does not help in the day to day physical and mental stresses of a workplace injury, which can devaste all areas of our lives.

We are not "whingeing workers" after a "quick buck", but we cost the bosses money for proper equipment, ergonomic assessment, adequate rest breaks and sick leave, and therefore threaten profits and "performance targets". We demand respect for knowing when work practices are harmful.

We can't rely on the law, we must protect ourselves by taking breaks regularly despite "performance targets", demanding better-designed equipment and office space. We are forced to work to live, but no-one should pay for the bosses' ignorance with their health. If we stick together and assert ourselves, we can make the bosses take the strain for a change.

PUBLIC SERVICE WORKERS'

# NETWORK

Distributed by:

# WHO WE ARE

***NETWORK*** is published by the **Public Service Workers' Network**, a part of the **Solidarity Federation (SOLFED)**. We are a group of militant workers who seek to promote the ideas of workers' self-management and of revolutionary change in society. ***NETWORK*** is both a vehicle for these ideas, and a forum for workers to share, discuss and analyse our experiences, and to develop solutions to the problems we face, both day-to-day and long term. We welcome your letters, comments, articles, photos and graphics, although we cannot guarantee to publish them.

We are also seeking to network as widely as possible with like-minded workers. We see no point in wasting our time and energy trying to reform the existing remote, bureaucratic and fundamentally reformist unions, or in trying to elect more left-wing leaders. We want to see workers' organisation which is not divided by union affiliations, bureaucracy or political parties, and which embraces all public service workers, whether they are employed by local government, health institutions, voluntary organisations or private contractors, on the basis of practical solidarity. We also seek to federate on a local basis to unite workers across industries to deal with issues which affect the working class as a whole, and do not restrict our activities to "bread-and-butter" workplace issues.

## THE AIMS OF THE SOLIDARITY FEDERATION

The Solidarity Federation is an organisation of workers which seeks to destroy capitalism and the state. Capitalism because it exploits, oppresses and kills working people and wrecks the environment for profit worldwide. The state because it can only maintain hierarchy and privilege for the classes who control it and their servants; it cannot be used to fight the oppression and exploitation that are the consequences of hierarchy and the source of privilege. In their place we want a society based on workers' self-management, solidarity, mutual aid and libertarian communism.

That society can only be achieved by working class organisation based on the same principles - revolutionary unions. These are not Trades Unions only concerned with "bread and butter" issues like pay and conditions. Revolutionary unions are means for working people to organise and fight all the issues - both in the workplace and outside - which arise from our oppression. We recognise that not all oppression is economic, but can be based on gender, race, sexuality, or anything our rulers find useful. Unless we organise in this way, politicians - some claiming to be revolutionary - will be able to exploit us for their own ends.

The Solidarity Federation consists of Industrial Networks and Locals which are the nuclei of future revolutionary unions and centres for working class struggle on a local level. Our activities are based on Direct Action - action by workers ourselves, not through intermediaries like politicians and union officials; our decisions are made through participation of the membership. We welcome all working people who agree with our aims and principles, and who will spread propaganda for social revolution and revolutionary unions. We recognise that the class struggle is worldwide, and are affiliated to the **International Workers' Association**, whose **Principles of Revolutionary Unionism** we share. *(Full Aims and Principles available on receipt of SAE.)*


**PUBLIC SERVICE WORKERS' NETWORK**
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***EDUCATION WORKERS' NETWORK:***
**PO BOX29**
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**M15 5HW**

***SOLIDARITY FEDERATION:***
**PO BOX 384**
**PRESTON**
**LANCS PR1 6PQ**

**I would like to keep in touch with the Public Service Workers'Network**

**Name**.....

**Address**.....

.....

.....

**I can distribute** ☐ **copies of Network**

**I would like more information on the Solidarity Federation** ☐

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